Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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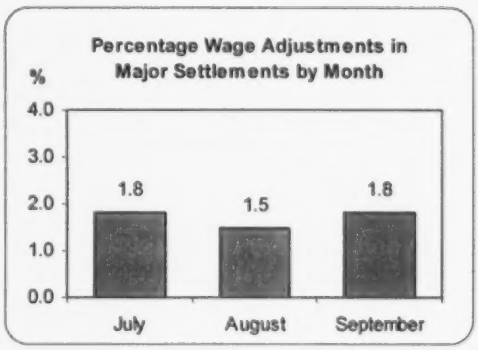
Wage Settlements
Covering 500 or More Employees

September 2010

Wage adjustments from major collective bargaining settlements reached in September 2010 averaged **1.8%** annually over the contract term, up from the 1.5% figure in August and the same as the 1.8% figure in July. The results for the month of September are based on a review of 22 settlements covering 273,540 employees.



When the parties to these September settlements previously negotiated, the resulting wage adjustments averaged 2.7%, higher than in their current settlements. Contract duration in September 2010 averaged 45.0 months, compared to 42.7 months in the previous round of settlements.

The September figure was largely influenced by 2 large settlement groups in the Quebec jurisdiction. The Government of Quebec settled with approximately 107,000 public sector employees for wage adjustments averaging 1.2% and 4 Quebec construction agreements provided 144,940 employees with wage increases averaging 2.3%. Therefore, the wage gains were lower in the public sector (1.2%) than in the private sector (2.2%).

Canada

On a regional/jurisdictional basis, average wage adjustments in September were larger in Alberta at 3.5% (a single agreement, Suncor). Wage adjustments were smaller in the federal jurisdiction at 0.8% (Bell Aliant at 0.4% and MTS Communications at 0.7%).

On an industry basis, September 2010 average wage adjustments were larger in primary industries at 3.5% (single agreement, Suncor in Alberta) and lower in the information and culture sector at 0.5% (Bell Aliant and MTS Communications). The largest concentration of employees (53.5% of all employees) was in construction (Quebec construction agreements) where wage adjustments averaged 2.3%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

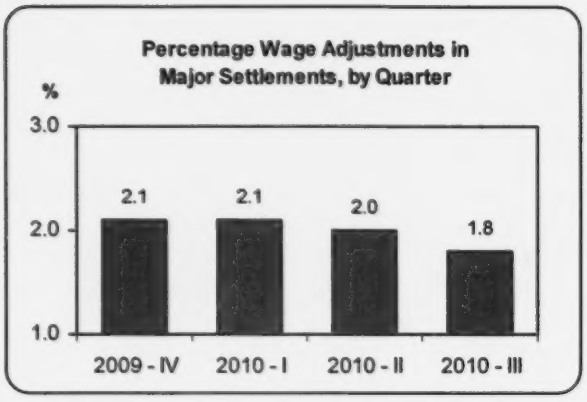
Average Annual Percentage Wage Adjustments by Month

	2010		
	July	**August**	**September**
Sectors			
Public Sector	1.5	1.4	1.2
Private Sector	2.1	1.9	2.2
All Industries/Jurisdictions			
Average Annual Adjustment	1.8	1.5	1.8
Non-COLA	1.8	1.4	1.8
COLA	1.9	2.1	-
First-Year Adjustment	1.0	0.8	2.8
Non-COLA	1.4	0.8	2.8
COLA	0.2	1.2	-
Industries			
Primary Industries	-	-	3.5
Utilities	0.0	-	-
Construction	2.7	3.1	2.3
Manufacturing	1.8	1.0	-
Wholesale and Retail Trade	-	-	1.8
Transportation	2.1	2.0	2.0

	2010		
	July	August	September
Industries (continued)			
Information and Culture	1.7	1.9	0.5
Education, Health and Social Services	1.2	1.2	1.3
Public Administration	2.0	1.5	-
Jurisdictions			
Nova Scotia	-	1.1	-
New Brunswick	-	1.0	3.0
Quebec	0.4	-	1.8
Ontario	2.3	3.1	2.0
Manitoba	1.4	1.1	-
Saskatchewan	1.8	-	3.3
Alberta	0.0	3.0	3.5
British Columbia	0.0	1.0	-
Multiprovince	2.5	-	-
Public Service Labour Relations Act	-	-	-
Canada Labour Code, Part I	2.0	2.0	0.8
Federal Jurisdiction	2.0	2.0	0.8

Third Quarter 2010

Major collective bargaining settlements in the third quarter 2010 provided base-rate wage adjustments averaging **1.8%** annually over the contract term. The results are based on a review of 54 settlements and cover 332,560 employees.



When the parties to these third quarter settlements previously negotiated, the resulting wage adjustments averaged 2.8%, higher than in their current settlements. Contract duration in the third quarter 2010 averaged 44.3 months, compared to 41.9 months in the previous round of settlements.

In the third quarter 2010, wage increases were smaller in the public sector than in the private sector. Wage adjustments in the public sector averaged 1.3%. The results are based on a review of 26 settlements and cover 144,850 employees. In the private sector, wage adjustments averaged 2.2%; the private sector results are based on a review of 28 settlements and cover 187,710 employees.

The third quarter data were largely influenced by 2 sets of collective agreements in the Quebec jurisdiction. The Government of Quebec settled with approximately 107,000 public sector employees for wage adjustments averaging 1.2%; also, approximately 144,940 construction employees in the province received wage increases averaging 2.2 to 2.4% in 4 contracts.

The highest wage adjustments were in Saskatchewan and Alberta (2.9%), the lowest being in British Columbia (0.5%). The largest concentration of employees was in Quebec (76.5% of employees) where wage adjustments averaged 1.8%. In the federal jurisdiction, wage adjustments averaged 1.6%.

On an industry basis, the highest wage adjustments were in the primary industries (a single agreement, Suncor in Alberta at 3.5%) and the lowest in the utilities sector (a single agreement BC Hydro at 0.0%). The largest concentration of employees (45.7% of employees) was in construction where wage adjustments averaged 2.3%.

This year to date (January to September 2010) wage adjustments averaged 2.0%. The results are based on 206 agreements covering 733,600 employees. Wage adjustments averaged 1.7% in the public sector and 2.2% in the private sector; 50% of employees covered in these contracts received wage adjustments in the 2.0 to 2.9% range; 14.2% were subject to a wage freeze.

Average Annual Percentage Wage Adjustments by Quarter

	2009	2010		
	4th	1st	2nd	3rd
Sectors				
Public Sector	2.3	2.2	1.8	1.3
Private Sector	1.6	1.9	2.5	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	2.1	2.1	2.0	1.8
Non-COLA	2.1	2.1	2.0	1.8
COLA	1.8	1.5	2.0	2.0
First-Year Adjustment	2.1	2.1	1.8	2.4
Non-COLA	2.2	2.1	1.8	2.5
COLA	1.7	1.5	2.6	0.7
Industries				
Primary Industries	-	0.8	5.7	3.5
Utilities	2.5	2.9	0.0	0.0
Construction	2.5	2.1	2.4	2.3
Manufacturing	1.2	1.2	1.3	1.6
Wholesale and Retail Trade	1.7	1.9	3.9	1.8
Transportation	2.1	3.7	1.9	2.0
Information and Culture	1.9	0.0	-	0.9
Finance and Professional Services	2.2	-	3.1	-
Education, Health and Social Services	2.4	2.1	2.4	1.3
Entertainment and Hospitality	-	2.4	1.2	-
Public Administration	2.4	2.8	1.1	1.6
Jurisdictions				
Newfoundland and Labrador	-	1.1	1.7	-
Prince Edward Island	-	-	1.9	-
Nova Scotia	2.3	2.1	-	1.1

	2009	2010		
	4th	1st	2nd	3rd
Jurisdictions (continued)				
New Brunswick	-	2.6	-	1.8
Quebec	2.1	1.9	1.7	1.8
Ontario	1.9	2.0	2.4	2.2
Manitoba	2.4	3.3	-	1.2
Saskatchewan	-	-	2.3	2.9
Alberta	4.3	5.6	2.7	2.9
British Columbia	3.0	0.2	0.0	0.5
Territories	-	-	2.2	-
Multiprovince	0.0	-	-	2.5
Public Service Labour Relations Act	1.7	-	-	-
Canada Labour Code, Part I	1.9	1.7	2.1	1.6
Federal Jurisdiction	1.8	1.7	2.1	1.6

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	1.7
Private Sector	3.2	2.5	1.8	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	2.0
Non-COLA	3.3	3.4	2.4	2.0
COLA	3.4	1.7	2.3	1.9
First-Year Adjustment	3.9	3.6	2.5	2.2
Non-COLA	3.9	3.8	2.6	2.2
COLA	3.5	1.9	1.9	1.5

	2007	2008	2009	2010
Industries				
Primary Industries	4.6	4.3	2.5	3.3
Utilities	3.9	2.3	3.0	0.6
Construction	3.4	5.4	3.7	2.3
Manufacturing	2.5	1.1	1.6	1.4
Wholesale and Retail Trade	2.4	2.8	1.8	2.9
Transportation	2.7	3.1	1.1	2.2
Information and Culture	3.1	2.0	2.1	0.8
Finance and Professional Services	3.6	2.8	2.6	3.1
Education, Health and Social Services	3.5	3.8	3.0	1.8
Entertainment and Hospitality	3.3	1.9	2.0	2.2
Public Administration	3.4	2.7	2.1	1.3
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	1.3
Prince Edward Island	2.8	3.0	3.6	1.9
Nova Scotia	3.0	4.0	2.9	1.5
New Brunswick	2.5	3.7	6.0	2.3
Quebec	3.2	2.4	2.2	1.8
Ontario	3.1	2.6	2.4	2.3
Manitoba	3.0	3.4	2.9	2.1
Saskatchewan	4.1	5.1	5.0	2.4
Alberta	4.9	4.8	4.5	3.7
British Columbia	3.0	2.5	3.0	0.1
Territories	3.0	4.4	2.4	2.2
Multiprovince	3.0	-	2.1	2.5
Public Service Labour Relations Act	2.8	2.9	1.7	-

	2007	2008	2009	2010
Jurisdictions (continued)				
Canada Labour Code, Part I	2.8	2.9	1.2	1.8
Federal Jurisdiction	2.8	2.9	1.6	1.8

***Note**: Data for 2010 cover the months of January through September.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2000

Year	Public	Private	Both Sectors
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.7	2.2	2.0

***Note**: Data for 2010 cover the months of January through September.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 173KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in September 2010

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Suncor Energy Inc., Oil Sands Fort McMurray, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) mine employees	3,200	3.5	36.0	Apr 30, 2013
1 agreement	**3,200**	**3.5**	**36.0**	
Construction				
Association de la construction du Québec province-wide, Quebec various unions construction employees	65,760	2.3	36.0	Apr 30, 2013
Association de la construction du Québec province-wide, Quebec various unions construction employees	10,930	2.3	36.0	Apr 30, 2013
Association des constructeurs de routes et grands travaux du Québec province-wide, Quebec various unions construction employees	28,520	2.4	36.0	Apr 30, 2013
Association provinciale des constructeurs d'habitations du Québec province-wide, Quebec various unions construction employees	39,730	2.2	36.0	Apr 30, 2013
Pipe Line Contractors Association of Canada province-wide, Ontario United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) welders	600	1.7	36.0	Apr 30, 2013

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction (continued)				
Saint John Construction Association Inc. Saint John County and other centres, New Brunswick Laborers' International Union of North America (CtW) labourers	700	3.0	24.0	Jun 30, 2012
6 agreements	**146,240**	**2.3**	**35.9**	
Wholesale and Retail Trade				
Saskatchewan Liquor and Gaming Authority province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) office employees; retail employees; warehouse employees	1,010	1.8	36.0	Mar 31, 2013
1 agreement	**1,010**	**1.8**	**36.0**	
Transportation				
Maritime Employers Association Montréal, Quebec Canadian Union of Public Employees (CLC) longshoremen	1,200	2.0	48.0	Dec 31, 2012
1 agreement	**1,200**	**2.0**	**48.0**	
Information and Culture				
Bell Aliant Regional Communications, Limited Partnership province-wide, Nova Scotia, Newfoundland and Labrador, Prince Edward Island and New Brunswick Communications, Energy and Paperworkers Union of Canada (CLC) office employees and technicians	3,100	0.4	54.0	Dec 31, 2014
MTS Allstream Inc. province-wide, Manitoba Telecommunications Employees Association of Manitoba (Independent-natl.) managers	1,250	0.7	36.0	Feb 19, 2013
2 agreements	**4,350**	**0.5**	**48.8**	

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
Comité patronal de négociation des collèges province-wide, Quebec Fédération des employées et employés de services publics inc. (CSN) support employees	3,360	1.2	60.0	Mar 31, 2015
Comité patronal de négociation du secteur de la santé et des services sociaux province-wide, Quebec Centrale des syndicats démocratiques (directly chartered unions) (CSD) academic employees	850	1.2	60.0	Mar 31, 2015
Comité patronal de négociation du secteur de la santé et des services sociaux province-wide, Quebec Fédération de la santé et des services sociaux (CSN) office employees; service and maintenance employees; health and social care professional employees	89,070	1.2	60.0	Mar 31, 2015
Extendicare (Canada) Inc., Nursing Homes Scarborough and other centres, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	1,030	2.0	12.0	Apr 30, 2011
Extendicare (Canada) Inc., Nursing Homes Scarborough and other centres, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	2,590	2.0	12.0	Apr 30, 2011
Leisureworld Inc. Toronto, Mississauga, and Streetsville, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	1,420	2.0	12.0	Apr 30, 2011
Leisureworld Inc. Toronto, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	2,990	2.0	12.0	Apr 30, 2011

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services (continued)				
Management Negotiating Committee for English-language School Boards province-wide, Quebec Fédération des employées et employés de services publics inc. (CSN) support employees	800	1.2	60.0	Mar 31, 2015
Management Negotiating Committee for French-language School Boards province-wide, Quebec Fédération des employées et employés de services publics inc. (CSN) support employees	12,950	1.2	60.0	Mar 31, 2015
Université de Montréal Montréal, Quebec Syndicat général des professeurs de l'Université de Montréal (Independent-local) professors	1,420	2.0	60.0	May 31, 2013
University of Saskatchewan Saskatoon, Saskatchewan University of Saskatchewan Faculty Association (Independent-local) professors; librarians; instructors	1,060	4.7	36.0	Jun 30, 2013
11 agreements	**117,540**	**1.3**	**56.5**	
Total				
Agreements with COLA - 0 agreement	**0**	**0.0**	**0.0**	
Agreements without COLA - 22 agreements	**273,540**	**1.8**	**45.0**	
All Agreements - 22 agreements	**273,540**	**1.8**	**45.0**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Government of Canada	Various unions	166,870	B/TENT	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	ARB/B	Sep 09/Jan 11
Federal Jurisdiction, Private Sector				
Multiprovince				
TELUS Corporation	TWU	13,700	B	Nov 10
Canadian National Railway Company	Teamsters Canada/ CAW-Canada	5,530	B/TENT	Jul 10/Dec 10
Canadian Pacific Railway	Teamsters Canada/ CAW-Canada	2,630	B	Dec 10
NAV CANADA	CAW-Canada/ PIPSC	1,210	B/TENT	Apr 10
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	PEIUPSE	1,950	ARB	Mar 10
Nova Scotia				
Government of Nova Scotia	NSTU	10,000	B	Jul 10
Capital District Health Authority	NSGEU	8,350	B	Oct 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Nova Scotia (continued)				
Health Association Nova Scotia	NSNU	3,580	B	Oct 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Halifax Regional School Board	CUPE	770	B	Jul 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	6,630	B	Feb 09-Dec 09
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	46,710	B/TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	31,850	B/TENT	Mar 10
City of Montréal	Various unions	15,700	B/ARB	Dec 06/Dec 10
Gouvernement du Québec	Various unions	9,110	B/TENT	Mar 10
City of Québec	Various unions	3,100	ARB	Dec 06/Dec 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	B	Jun 09
Ontario				
Universities	Various unions	16,620	B	Apr/Jun/Aug 10
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09
City of Toronto	IAFF	3,000	B	Dec 09
London Health Sciences Centre	CAW-Canada	1,190	B	Oct 10
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Saskatchewan				
Government of Saskatchewan	STF	12,000	B	Aug 10
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
City of Regina	CUPE	1,200	B	Dec 09
Alberta				
Government of Alberta	AUPE	22,000	B	Aug 10
HBA Services	HSAA	14,000	MED	Mar 11
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Nunavut				
Government of Nunavut	PSAC	2,100	B	Sep 10
Government of Nunavut	NTA	640	MED	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Ontario				
Construction Sector	Various unions	8,900	B	Apr 10
Hamilton Steel GP Inc.	USW	2,400	CO	Jul 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Alberta				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector (continued)				
British Columbia				
Interior Forest Labour Relations Association	USW	4,000	B	Jun 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (-) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07-Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Air Canada	Various unions	26,180	Feb 11/Mar 11
Provincial and Territorial Jurisdictions, Public Sector			
Ontario Hospital Association	Various unions	57,970	Mar 11
Toronto Transit Commission	ATU	8,970	Mar 11
Government of New Brunswick	NBNU	5,800	Dec 10
Provincial and Territorial Jurisdictions, Private Sector			
Pratt & Whitney Canada	CAW-Canada	2,800	Feb 11

Major Work Stoppages

Involving 500 or more employees, from **October 8 to October 21, 2010.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

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Ottawa-Gatineau area at 819-997-3117.

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